

**CITY OF MESA**  
**HUMAN RELATIONS ADVISORY BOARD (HRAB)**  
**Ad Hoc ISSUES RESEARCH AND ACTION TEAM (IRA)**  
December 13, 2012 Minutes

The Issues Research and Action Team of the City of Mesa met on December 13<sup>th</sup>, 2012, at 5:00pm.  
at the Mesa City Plaza, 20 E. Main St. Ste. 250.

MEMBERS PRESENT

Denise Heap, Chair  
Lela Hinds-Peterson  
Frank Johnson  
Cliff Moon  
Orchidia Peterson

MEMBERS ABSENT

Jaime Aguirre

STAFF PRESENT

Andrea Arenas

GUESTS

1. Call to Order.

Ms. Heap called the meeting to order at 5:04pm.

2. Items from citizens present.

There were no citizens who requested to speak to IRA.

3. Approval of the November 15<sup>th</sup>, 2012 IRA meeting.

A motion was made by Mr. Johnson to approve the November 15<sup>th</sup>, 2012 minutes. Mr. Moon seconded the motion. The motion carried unanimously.

4. Sub-committee meetings to hear update, discuss and consider the following items:

- Creation of anti-harassment ordinance for the City of Mesa.

Ms. Heap suggested that the sub-committees combine their research for the creation of anti-harassment ordinance, non-discrimination ordinance and response to hate crimes given that they all relate to one another. Ms. Heap further explained that their suggested actions to the City of Mesa would incorporate all of the above mentioned topics. Mr. Moon inquired whether the City of Mesa currently has a similar ordinance for residents. Ms. Heap advised that they do not, only an anti-discrimination policy that pertains to employees. Mr. Johnson reported that research had been done years prior by the HRAB board on the same topic. Ms. Arenas stated that she will look in the archive records for the research.

- Creation of a non-discrimination ordinance for the City of Mesa.

Ms. Heap stated that the City of Mesa is one of the few cities of its size without a non-discrimination or anti-harassment ordinance, both of which are recommended to have by the Department of Justice. Ms. Heap suggested that the sub-committee reconvene at the next meeting to present their research.

- Recommending City of Mesa participation in the Cesar Chavez March.

Ms. Heap advised the board that Mr. Aguirre was heading this project. Ms. Heap stated that rather than conducting a parade, she suggests that they begin with a festival in honor of Cesar Chavez and Delores Huerta due to startup costs. Ms. Heap questioned Mr. Moon on the cost for the annual Martin Luther King (MLK) Parade, for which he is the chair of the committee. In response, Mr. Moon stated on average between

\$8-10k. Mr. Moon inquired whether the discussion is for City of Mesa participation or rather a creation of a march. The board agreed that they wish to create a march within Mesa. Mr. Moon stated that a march, rather than a parade, can be done relatively cost effectively by contacting organizations such as Chicanos por la Causa, Mesa Association of Hispanic Citizens and other immigration groups to participate and even donate time or money. Ms. Peterson stated there are still significant costs involved with a march due to road closures and additional police enforcement. Mr. Moon suggested that the first step should be contacting the organizations to see if they are willing to participate and sponsor, then determine a budget to see if the march is feasible. Mr. Moon commented that additional funds can be accumulated from other sources such as the Department of Transportation. Ms. Hinds-Peterson stated that there are ways of having a cost efficient march, given that the local high school near her home has an annual march. Ms. Heap stated that Mr. Aguirre previously committed to contacting organizations for interest. Ms. Peterson indicated that she will also work on contacting organizations.

- Implementing Diversity Champion Awards.

Ms. Peterson stated that she spoke with several other cities, such as the City of Tempe, who have similar awards. Ms. Peterson explained that a source of funding will be necessary in order to move forwards with the project. Ms. Heap stated that funding sources are available such as the Rotary Club, Mesa Police Department, Mesa Fire Department, etc. Mr. Moon questioned what the criterion is for the awards. In response, Ms. Heap explained that the board must create the criteria. Ms. Peterson reported that the Town of Gilbert has a similar award to honor people within the community for cultural or art contributions, whereas the City of Chandler recognizes large scale community events and sponsors with awards. Ms. Peterson explained that this board will have to decide whether they would prefer to acknowledge individuals or groups, and how they would like to recognize them i.e. in a private dinner, at an HRAB meeting, at a council meeting, etc. Ms. Heap suggested that they should have several categories to recognize an individual, an organization and a business. Mr. Johnson agreed with the idea of categories and feels they should be recognized at a council meeting. Ms. Hinds-Peterson stated that if it is not possible to address at the council meeting, then they should be acknowledged at an HRAB meeting.

- Best practices for community response to hate crimes

Ms. Heap explained that topics of concern with Northpointe HOA have been resolved and they will continue to move forward with the previously scheduled meeting in February 2013. Ms. Heap explained that they plan to have two presentations from speakers, approximately 15 minutes each, with a follow up 30 minutes for questions and discussion. They plan to include a presentation from a member of the Anti-Defamation League and a member from the Mesa Police Department. Ms. Heap questioned Ms. Hinds-Peterson on the original date for the meeting. In response, Ms. Hinds-Peterson advised that the HOA board originally wanted to do the second Monday in February, but she advised them to reconsider the meeting date since it was near a holiday. Ms. Heap stated that she thought the meeting was to be held on the third Monday in February. Ms. Arenas advised that day is also a holiday.

Mr. Moon questioned how many residents would be in attendance. In response, Ms. Hinds-Peterson explained that there are three subdivisions within the HOA; therefore it is difficult to determine. The HOA plans on notifying all of the residents and making it an open forum for them to attend. Mr. Moon stated that he is awaiting a response from Terry Benelli with the HOA in regards to specific concerns such as confirmation of date, time, location, anticipated amount of attendees, equipment available, etc. Ms. Hinds-Peterson expressed concern for the patrons sitting outside and attending when the weather is still cold. Ms. Heap suggested holding the meeting at the Mesa Police Department Red Mountain Community Room. Mr. Moon countered with the Red Mountain Community Center, as he feels holding the meeting at a police substation sends an underlying message that they are anticipating crime to happen rather than it being an informative forum. Ms. Hinds-Peterson explained the benefit of holding the meeting at the neighborhood outdoor space is that it is

convenient for residents coming home from work and they are more likely to attract people to attend. Residents are less likely to get back in their car to drive to a further destination. The board agreed to approach the HOA to hold the meeting in March because the weather will be more accommodating for an outdoor meeting.

5. Discuss Peace Pole Project.

Ms. Heap advised the board that the Rotary and the Mesa Police Association will be funding the Peace Pole Project. Ms. Peterson provided a description of a Peace Pole.

6. Discuss and consider future agenda items, meeting dates, announcements, other housekeeping.

- Next meeting will be held on January 10<sup>th</sup>, 2013 at 5pm.

7. Adjournment.

Meeting adjourned at 5:50pm.

Submitted By:



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Ruth Giese,  
Diversity Program Administrator